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List of issues and questions in relation to the combined eighth and ninth periodic reports of Uruguay

Addendum

Responses of Uruguay*

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Question 1

1. The draft Bill on Gender Equality was completed by the National Women's Institute (INMUJERES) in December 2014, but was not submitted to Parliament. In view of this, and given the urgent need for an updated the regulatory framework for gender institutions in Uruguay, and the consolidation of cross-cutting public policies in fulfilment of ratified international commitments, INMUJERES plans to return to the draft bill and incorporate the necessary updates for presentation to parliament during the current legislature.

Question 2

2. The **National Human Rights Institution and Ombudsman's Office (INDDHH)** is an independent State body that works as part of the legislative branch of government. It is tasked with the defence, promotion and protection of the gamut of human rights guaranteed by the Constitution and international law. As this is an additional mechanism to others already in place, its role is to provide people with greater safeguards for the enjoyment of their rights and to ensure that laws, administrative practices and public policy conform with international human rights standards. Since its inception (Act No. 18.446 of 2008, amended by Act No. 18.806) women have demonstrated and reported weaknesses in the mechanisms' responses to the issues at stake (sexual and reproductive health and domestic violence).

3. **Integrated policy on gender violence**: this is an inter-agency response system, organized on an inter-sectoral and territorial basis, consisting of the National Advisory Council against Domestic Violence (CNCLVD); the Integrated System to Protect Children and Adolescents against Violence (SIPIAV); departmental commissions to combat domestic violence and local reception committees; programmes and directorates in each ministry and sector; the Uruguayan Network against Domestic and Sexual Violence (RUCVDS) and care services.

4. **Ministry of Social Development** (MIDES): the National Directorate of Integrated Protection in each ministry has: centres for mothers with children; nine centres for an initial situation of social protection (seven in Montevideo; two in Canelones); two halfway houses and one centre for mothers with greater autonomy. In total there are 12 care centres with a maximum capacity of 35 people each, which cater for a large percentage of women (with children) victims of domestic violence.

5. The **National Women's Institute** (INMUJERES) provides the following services:

(a) Care for women victims of gender violence: 19 psychosocial and legal care units; 18 units for territorial coordination of care services for women victims of gender violence;

(b) An office for women victims of trafficking for the purposes of sexual exploitation: this provides psychosocial and legal assistance: one office in Montevideo and one itinerant team providing services throughout national territory;

(c) Care for persons covered by the use of verification of presence and location technologies in situations of domestic violence involving high risk to life (electronic ankle bracelet) in national territory: four departmental offices (Maldonado, San José, Montevideo and Canelones);

(d) Housing alternatives for women victims of domestic violence: this offers the possibility of a rent guarantee and a subsidy for up to two years, for women who are emerging from gender violence situations; MIDES and the Ministry of Housing, Land Management and the Environment (MVOTMA);

(e) Short-stay home for women whose lives are at risk from gender violence;

(f) Toll-free phone line 0800 7272 for guidance — Gender Violence Response System.

6. The **Childhood and Adolescence Institute** (INAU) has:

(a) Crisis care centres, 24-hour service for women victims of domestic violence with children: five centres in Montevideo (30 places for children);

(b) Care and protection for children and adolescents in situations of maltreatment or sexual abuse; children of mothers who are victims of domestic violence, trafficking and sexual exploitation: provides a full-time service (360 places per year);

(c) Specific violence prevention and care units in each Integrated Care Centre, Study and Referral Division, in 18 of the country's departments.

7. **The Ministry of Health** (MS) has:

(a) Departmental domestic and sexual violence referral teams throughout the country to assist women over 15 years of age: 113 referral teams as of 2016;

(b) Health-care providers participating in the National Integrated Health System (SNIS) implement, in the emergency services, procedures defined by the Ministry of Health for the early detection and timely treatment of domestic and sexual violence against women, children and adolescents;

(c) Sexual and reproductive health-care teams: 132 teams throughout the country.

8. **The Ministry of the Interior** (MI) has:

(a) A care programme for police officers or their spouses and children in the police hospital. Services: care for victims of gender violence, services for male aggressors and advisory and monitoring service for child maltreatment and abuse;

(b) 47 units specialized inn domestic and gender violence of the Ministry of the Interior;

(c) Toll-free phone line 0800 5000 to report inappropriate and/or negligent police procedures, and/or allegations of corruption, anonymous or named reports.

9. The **Ministry of National Defence** (MDN) has referral teams providing health-care guidance and assistance for staff and their families; one care service for victims of domestic violence, centralized in the military hospital (Montevideo); 14 outlying care centres (Minas, Rivera, Melo, Artigas, San José, Durazno, Maldonado, two in Canelones and five in Montevideo) which provide initial care in domestic violence cases and refer to the hospital (multidisciplinary team on domestic violence). In the General Command of the Air Force, there is one domestic violence team, to serve personnel and their family members; and in the General Command of the Navy and General Command of the Army, they advise and refer to the hospital.

10. The **Social Insurance Bank** (BPS) has four teams providing services on domestic and gender violence in the mother-child centres.

11. The **Department (*Intendencia*) of Montevideo** (IM) has:

(a) A toll-free phone line 0800 4141 (and *4141 from a mobile phone), providing confidential and anonymous guidance and support for women victims of domestic violence;

(b) The *ComunaMujer* programme of the Montevideo Department in coordination with the Montevideo municipalities, which operates 11 free psychosocial care services and 11 legal advisory services for women victims of domestic violence, present in six of the eight municipalities in Montevideo.

12. The **Judiciary** (PJ) has:

(a) Family courts of first instance specialized in domestic violence and childhood and adolescence: eight in Montevideo and one outside the capital (Pando). All family courts outside Montevideo have jurisdictions as defined in Act No. 17514;

(b) Criminal courts of first instance throughout the country specialized in organized crime in Montevideo to hear cases relating to networks of human trafficking for sexual exploitation and commercial purposes: two in Montevideo with national jurisdiction.

13. The **Inspectorate General of Labour and Social Security** (IGTSS) of the Ministry of Labour and Social Security (MTSS) is the organization with jurisdiction on legal protection of the rights of workers and is the official reporting and inspection mechanism available to working women. It follows a guide to actions in response to consultations, to provide better advice on rights issues. It also maintains a new register of reports that incorporates the gender identity and ethnic-racial ascendance variable; it acts in response to irregularities and reports received in domestic service (Act No. 18065); it supervises compliance with the regulations; it acts on an official basis, processes complaints, implements operations and coordinates with the Unified Domestic Workers Union (SUTD); it has jurisdiction in the private and public spheres of enforcement of the Work Place Harassment (ASL) Act (Act No. 18561); it provides prior advice and receives the complaint, investigates it, and proceeds in accordance with the law.

14. The **Honorary Commission against Racism, Xenophobia and All Other Forms of Discrimination** receives and centralizes information on racist, xenophobic and discriminatory behaviour, compiling the information and filing appropriate judicial complaints, and providing free advice to victims (Act No. 17.817 of 2004).

15. The awareness raising plan implemented by the Judiciary in 2013-2015 to incorporate the gender perspective has included various training activities for staff at the national level. A total of 482 people have participated in such training events, 257 from the judiciary area, 116 from the administrative and administrative technical area, which includes training for new replicators; and 20 people from union organisations and associations linked to the judiciary, also incorporating workers with union functions.

16. There is currently no system for measuring the impact of the awareness raising activities undertaken, to provide data and/or statistics on this subject. The evaluations made of the workshops held reveal the immediate impact on the participant, from which one can infer better disposition and a deeper understanding of the issues discussed — phenomena which are faced daily with less resistance.

Question 3

17. **Reform of the Penal Code** is currently being studied by the Chamber of Deputies Commission on Constitution and Code, General Legislation and Administration. As regards gender and generational issues in particular, INMUJERES once again submitted recommendations in 2015 to the Chamber of Deputies Human Rights Committee and the Women's Bicameral Caucus (BBF). The debate has not yet restarted.

18. Activities are being held to support this discussion in the framework of the Justice and Inclusion Programme of the School of Government (supported by the European Union). In December 2015, a workshop was held to discuss the Penal Code Reform, with participation from social organisations that contributed to the debate on different topics, including the gender perspective in the Penal Code and gender and generational violence. An expert panel on gender violence and criminal law was held in February 2016. These mechanisms aim to contribute to the commission's discussions to be able to adopt the necessary changes.

19. On 28 December 2015, the government submitted the Femicide Bill to Parliament, which is currently in the Senate. The bill amends Article 312 of the Penal Code to incorporate the concept of femicide as a special aggravating factor of homicide committed against a woman for reasons of hatred or contempt. The amendment also includes specially aggravated homicide as an act of discrimination based on sexual orientation, gender identity, race, ethnicity, disability or some other condition.

Question 4

20. The results achieved by the National Gender Council (CNG) are as follows:

(a) **Strengthening of the CNG** created by Act No. 18.104 of March 2007, for the period 2015-2020. Ratification of the importance of the CNG as an interlocution mechanism to prioritize gender policy, draw up proposals, define priorities, and set the course in pursuit of greater equality between women and men. The Council consists of a representative from each ministry, a Supreme Court judge, two members of the Congress of Departmental Governors (*Intendentes*), four civil society representatives, two representatives from women's organisations, one representative from the Inter-Union Plenary of Workers — National Workers Confederation (PIT-CNT), and one from business chambers, and a representative from the University of the Republic (UdelaR);

(b) High-ranking officials and direct heads of the different ministries are participating in this new phase, through a working methodology involving the creation of inter-agency groups to address the cross-cutting articulation of the national, departmental and municipal state with civil society on a practical basis;

(c) When preparing the National Gender Policy, a total of seven work areas were defined to prioritize specific rights: Area 1 "Right to a life free from gender

violence"; Area 2 "Right to access to education and culture without cultural and gender stereotypes"; Area 3 "Right to a healthy life"; Area 4 "Rights to better development opportunities in the world of productive work and entrepreneurship"; Area 5 "Right to quality employment and the development of job skills"; Area 6 "Right to social care and protection"; Area 7 "Right to citizen participation";

(d) Progress is being made on gender mainstreaming in public policies, in which each CNG member institution has carried out actions and taken steps to prioritize the defence of women's rights in their strategies, mainly targeting the functional career and prevention of work-place sexual harassment;

(e) Ministries with **Institutionalized Equality Teams**: Ministry of Stock Breeding, Agriculture and Fisheries (MGAP); MI; MS; PJ; Ministry of Education and Culture (MEC); MVOTMA; MDN; the Planning and Budget Office OPP; the National Public Education Administration (ANEP); Ministry of Foreign Affairs (MRREE); Ministry of Industry, Energy and Minerals (MIEM) and MTSS.

21. **The following results have been achieved by the National Advisory Council against Domestic Violence (CNCLVD)**:

(a) **Government commitment**: in April 2015, the right to live a life free from gender violence was defined as a priority for this government period;

(b) **Approval of the "2016-2019 Plan of Action, for a Life Free from Gender Violence, with a Generational View"**, through Decree 306/015, aiming to help consolidate a national public policy that makes it possible to prevent, address, reduce, and make reparations for gender-based violence in its varied and practical manifestations. The guiding principles of the Plan are: gender equality and equity; respect, promotion and exercise of human rights; secularism and eradication of patriarchy; integrated policies; integrated view of gender-based violence; democratic deepening; citizen participation and State-civil society dialogue, and transparency. The organisations that have made a commitment to fulfilling the principles defined in the Plan are, as members of the Council: MIDES/ INMUJERES, MEC, MI, MS, INAU, PJ, the General National Audit Department, ANEP, the Congress of Departmental Governors, the Uruguay Network against Domestic and Sexual Violence (RUCVDS)/National Association of Non-governmental Organisations (ANONG); and as invited guests OPP, MDN, MRREE, MTSS, MVOTMA, BPS and INDDHH; at the territorial level, public policies decentralized through 19 Departmental Committees;

(c) **Institutionalization of the Inter-agency Roundtable to Prevent and Combat Human Trafficking** (Decree 304/015). This is the domain of coordination comprising: MIDES/INMUJERES, MI, MRREE, MDN, MEC/Public Prosecution Department (MPF), Ministry of Transport and Public Works (MTOP), MTSS, MS, MGAP, Ministry of Tourism (MT), MVOTMA, PJ, INAU, BBF, UdelaR, PIT-CNT and civil society organizations (OSC)/ANONG, through which joint actions are planned and responses are agreed upon for addressing the topic and making progress in strengthening public policy. An integrated bill on **Human Trafficking and Exploitation** is currently under preparation;

(d) **Effective implementation of the electronic ankle bracelet**, as an effective measure of protection and response for women against aggressors. Formation of the Inter-agency Roundtable for Monitoring the Electronic Ankle Bracelet, consisting of INMUJERES/MIDES, MI, PJ and MPF;

(e) Preparation of the **Integrated Bill against Gender Violence**; in harmony with the national instruments and commitments that the Uruguayan State has adopted on the subject.

22. Results of the Quality with Gender Equity Model (MCEG):

(a) **Public enterprises with certified areas as of 2015**: *Compañía Electrotécnica Industrial certified* Level-1 commitment; the State Water Company (OSE) measurement management area certified Level-2 implementation; the National Power Generation and Transmission Administration (UTE), Information and Communication Technology Division, audited Level-4 sustainability and the OSE measurement management area audited in December to obtain Level-3 improvement. Although the National Telecommunications Administration (ANTEL) did not certify this year, it started to implement the model in a new area: Corporate Logistics Division. UdelaR is implementing actions to attain Level 1 in seven of its services;

(b) **Prevention, care, and sanction of work-place sexual harassment; and prevention, detection, and primary care in cases of domestic violence.** The public enterprises mentioned have developed commissions on gender inequities, work-place sexual harassment and domestic violence; they have prepared and approved procedures for actions in compliance with Act No. 18.561; and they have written procedures in place for dealing with domestic violence situations to act with responsibility and confidentiality. They have undertaken actions to disseminate the topic, facilitating access to mechanisms for registering complaints and receiving support; communication campaigns to combat gender violence in all of its manifestations; staff recruitment and selection processes without gender biases, and gender-fair opportunities for participation.

23. **Results achieved by the Inter-departmental Gender Committee of the Congress of Departmental Governors (*Intendentes*):**

(a) Strengthening of its participation. All of the country's departments currently have representatives on the Committee (participation in excess of 75%). It has participated in coordination mechanisms such as the Congress of Councillors and Mercosur Cities (*Congreso de Edilas y Mercociudades*);

(b) Key actions: training on budgeting with a gender perspective and exchange with institutions with a view to undertaking joint actions.

24. Based on the strategy defined between INMUJERES and OPP to **move ahead on budgeting with a gender perspective**, it was decided to ask and encourage all national budget agencies to define in the preparation stage of their five-year budget (2015-2019) "budget projects"[1] that make it possible to view the gender equality objectives and indicators and associated resources envisaged from the national budget agencies. Budget Projects for Gender Equality are identified in the State

[1] Uruguay's national budget is structured in 18 programmatic areas, with the corresponding cross-cutting budgetary programmes for all items. Budget projects are the instrument through which resources are assigned at the executing unit level, within each programme. The projects may be of two types: investment or operating. "The novelty in this budget is that it promotes the opening of investment and operating projects related to gender equity policies. This is an initial step which poses the challenge of continuing on this path in forthcoming budgetary processes. It represents collaboration between OPP and INMUJERES." (Volume 2 of the 2015-2019 Five Year Budget Act).

Financial Information System, with the number 121 in the case of operating projects and 840 in the case of investment projects. From INMUJERES, and with support from the Women Citizens Network (CIRE), assistance was provided to organisations participating in the CNG to help implement this initiative. As a result, the 2015-2019 Five-Year Budget Act shows a considerable increase in objectives and indicators with a gender perspective (18 items include them). In terms of budgetary provision for fulfilling those objectives and their corresponding visibility in the budget, of nine organisations that asked the CGN/Ministry of the Economy and Finance (MEF) to open Budget Project 121 "Gender equality", five succeeded in allocating resources — MIDES; MI; OPP; MGAP; MDN. These initial steps in preparing a national budget with a gender perspective involve the challenge and commitment to achieve the opening of more "gender equality" budget projects in the next accounting periods, and to improve the quality of the corresponding gender objectives and indicators:

25. The **INMUJERES budget** has been increased significantly in this government period, by including the Gender-Based Violence Response System, enabling the mechanisms in question to achieve national coverage. The services to support women victims of trafficking for the purposes of sexual exploitation and the service to support persons covered by the use of technologies for verification of presence and location in domestic violence situations involving high risk to life, were expanded. INMUJERES presence on the ground is spreading throughout the country with direct representation in the Territorial Gender Referral Units, with just one department without direct representation. These increases translate into a significantly augmented and solid budget — roughly 300% larger than in the previous fiscal period. This greater budgetary visibility made it possible to achieve certain levels of management and execution autonomy. Work is based on strategic and operational planning to identify needs and adapt resources to institutional actions and intervention.

Question 5

26. **Strengthening of the Standing Consultative Council on Sexual Diversity**. The National Council to Coordinate Public Policies on Sexual Diversity is created within MIDES (Decree 321/015); comprising a representative from each ministry; a Supreme Court judge; two members from the Congress of Departmental Governors; six civil society representatives (four appointed by sexual diversity organisations, one by PIT-CNT and one by the business chambers); a representative from UdelaR; and a representative from the ANEP Central Education Board (CODICEN). In this regard, the Standing Consultative Council on Sexual Diversity referred to in paragraph 163 of the report, changes rank and strengthens its action on an inter-agency basis. It is tasked with advising the government on mainstreaming non-heterosexist sexual diversity in public policies, to eradicate discrimination against gay, lesbian, trans-gender, trans-sexual, and inter-sexual persons.

27. Policies implemented in the framework of the MIDES Consultative Council include: the Social Uruguay Trans Card (TUS), with roughly 1,000 cards issued to the target population in 2014, and the staff recruitment process exclusively reserved for trans-persons with six joining MIDES by 2015.

28. Actions planned:

(a) **Education**: Rights Promoting Schools aim to encourage educational inclusion based on the accreditation of good practices in rights promotion. The aim is to contribute to equal opportunities in high school access and permanency by adolescents, stimulating critical thought that is non-discriminatory in terms of age, gender, ethnicity/race, sexual orientation, national origin, or any other form of discrimination. These will provide conceptual and methodological tools for addressing sexual diversity in education, with a view to constructing spaces that are free from homo-lesbotransphobia. Actions will be taken to raise awareness of sexual and reproductive health and sexual diversity rights, seeking to develop non-discriminatory practices;

(b) **Work**: within the MTSS domain, the aim is to effectively implement the Youth Employment Act (Act No. 19133) in relation to the labour market integration of transsexual persons. As an affirmative action, it provides that 50% of all first job hirings, will include 2% of transsexual persons;

(c) **Census for transsexual persons**: The first census for this population group will be held in 2016, to obtain quantitative and qualitative information, and generate background data and geo-reference it.

29. A number of actions were undertaken in the framework of the Code of Ethics prepared by National Television of Uruguay (TNU): presentation of the protocol to the channel's staff, dissemination in the channel's central and Internet information media; three training events through the Ovejas Negras organization targeting staff (journalists and producers), and the placement of posters on the topic within the channel: "Canal Diverso".

30. **Measures to prevent violence**:

(a) A bill on gender based violence will be prepared under CNG and CNCLVD auspices, to ensure the prevention, control, care and repression of all forms of gender violence, and incorporate the multi-factor, generational, ethnic-racial origin, gender identity and sexual orientation perspectives;

(b) Protocol to regulate care and prevention under the Sexual Harassment Act in ANEP. The aim of this regulation is to prevent and punish sexual harassment in the education domain and to protect victims.

Question 6

31. In 2007-2014 women achieved higher education levels than men. More women than men were admitted to UdelaR in nearly all courses; but there are several professions in which women's enrolment has traditionally been low — particularly in the Engineering Faculty, where the proportion of women entrants fluctuated around 20% in the period in question. In courses such as agronomy and physical education, while there is a persistently smaller percentage of women than men, the female proportion rose during the review period from 26% to 32% in agronomy and from 39% to 42% in physical education.[2]

[2] Analysis of data from SIG/INMUJERES based on the MEC statistical Yearbook and basic statistics from UdelaR.

32. Measures planned for the period 2015-2020 in the framework of the CNG Culture and Education Work Group: **Contribute to the development of measures that stimulate the cultural formation and participation of women in non-traditional areas** by: enhancing the basic training and vocational orientation programmes of the Secondary Education Council (CES) and the Technical-Vocational Education Council (CETP); actions to raise the profile and transform gender stereotypes in the Initial and Primary Education Council (CEIP); retraining of women in activities that perform non-traditional roles in the National Employment and Vocational Training Institute (INEFOP), and facilities for the educational continuity and vocational training of women workers in non-traditional areas, under the National Care System (SNC).

33. **Active policies to encourage women to enter the Ministry of the Interior** include: a guide on inclusive language approved by a Ministerial Resolution of 2015, which makes recommendations on the use of non-sexist language to be included in competitive tenders for admission into the police force. Ministerial Circular No. 19 of 2015, which requires all executing units of that ministry to adopt the measures needed to ensure the design, preparation, execution, and monitoring of public policies to respect equal opportunities and rights between men and women in all work places in the country, including those occupying vacant posts of any type. Ministerial Decree No. 39/013, creating the Metropolitan Department of Tenders and Admission to the National Police Education Directorate, which implements a single window facility for staff admission, and is at the stage of design and approval of profiles by competitive admission pursuant to Circular No. 19 and other current regulations.

34. **Policies for the admission of women in MDN** include the following achievements: the first female combat pilots were admitted in the General Command of the Air Force; the first woman was admitted to a command post in the General Command of the Army; and the first woman graduated from the General Corps of the General Command of the National Navy.

35. In the MCEG framework the certified firms have developed equitable ways to incorporate and select staff without gender biases, procedures that do not reproduce gender stereotypes, inclusive communication through non-stereotyped images, employment announcements with inclusive language focusing on profiles for the post and the capacities needed for the task — measures that have enabled women to apply for and gain access to non-traditional posts/jobs.

36. **Work area on new masculinities**:

(a) Implementation of the INMUJERES-UCC/MIDES project, with support from the United Nations Population Fund (UNFPA), to incorporate the masculinities and gender approach in the public policies prioritized by that ministry: discussion, training and awareness raising events with strategic staff to incorporate the approach; preparation of a non-sexist storybook that promotes co-responsible practices entitled "*La fuerza de Papá*" [My dad is really strong], forming part of the "*Uruguay crece contigo*" [Uruguay grows with you] (UCC) universal policy "Welcome set";

(b) The CNG set a goal for 2015-2020 to promote the construction of new masculinities through various actions with MEC, ANEP, MTSS and INEFOP to reflect and disseminate ideas on new parenting practices.

37. **Informal education** through INEFOP: courses in non-traditional areas for women and young people to guarantee access to jobs. A total of 95 courses were held: alarm monitoring and repair; forestry power saw; photo-voltaic panel assembly; tire replacement and wheel balancing for women classifiers, silo operator; structured cabling and network technical assistant; cellular telephony; software test; PC sale and repair; air conditioning repair; website development with PHP and Java; production and management for the National Settlement Institute; rural officials; sheep production; sheep health; wool shearing and conditioning; meat operator; wool classification and harvest; working dog trainer; Genexus junior programmer; advanced agricultural machinery operator; plasterboard walls; TV technical assistant.

38. ANEP-CODICEN launched the work line on gender mainstreaming in education for this period.

Question 7

39. The Supreme Court approved preparation of a 2015-2024 Strategic Plan, whose cross-cutting areas (which guide justice administration) include gender equity and access to justice. Relevant measures envisaged include:

(a) Strengthening of training policies and processes: integrated training plan on human rights, gender and infancy; continuation of the awareness raising plan in workshops on gender, human trafficking for the purposes of sexual and commercial exploitation and domestic violence; awareness raising plan on the violation of the rights of children and adolescents;

(b) Promotion of a change in institutional culture to improve and professionalize the service. Design of an institutional policy on human rights, gender and infancy, whose organizational structure includes a unit to promote and manage this. Improvement of human resource management processes. Design of a policy on equal opportunities between men and women in the judiciary, based on actions to balance structural inequalities;

(c) Improvement of access to justice: improvement of the infrastructure and buildings of family courts specialized in domestic violence, court and ombudsman office waiting rooms. Creation of posts to improve the service of family courts specialized in domestic violence and Public Ombudsman's Offices.

40. Six prosecution departments specialized in domestic violence were created in the 1st to 6th precincts in Montevideo. In the interior they have jurisdiction over all issues, in places where there is a specialized court they probably also have an explicitly assigned Prosecution Department.

41. Existing proposals to criminalize femicide are reported on in paragraph 19 of this report.

Question 8

42. Through Resolution No. 686/15/32 the Supreme Court created a work group tasked with preparing a protocol on action in mediation, which will expressly prohibit the use of mediation in cases of domestic violence in courts throughout the country.

43. The draft Integrated Bill on Gender-Based Violence (reported on in paragraph 21 (e) of this report) explicitly includes an article prohibiting mediation in cases of gender violence.

Question 9

44. CNCLVD does not have genuine resources, and it is the government and civil society institutions comprising it that have their own budgets to develop the actions committed to in that Council. In particular, INMUJERES assigns a budget for the Executive Secretariat and actions in the field. For the period 2012-2015 it is executing the project "Uruguay United in putting an end to violence against women, children and adolescents" (United Nations Educational, Scientific and Cultural Organization — UNESCO, United Nations Development Programme — UNDP, UNFPA, United Nations Development Fund for Women — UNIFEM, International Organization for Migration — IOM).

45. The evaluation of the National Plan to Combat Domestic Violence 2004-2010, under the auspices of the AIRE.UY organization, produced a report in 2012 which highlights the following: expansion, improvement and creation of services to care for women victims of violence, and the systemization of detection and care instruments; creation of specialized courts; inclusion of the topic in the health reform agenda; inclusion of the topic in the training curricula for police officers, health personnel and teachers; work in the public-civil society network; commemoration of 25 November at the institutional and inter-agency level. It also notes that the plan needs quantifiable targets and indicators; it does not recognize a solid political agreement for its execution; there are auditory shortcomings in amounts and execution potential; a non-comprehensive and insufficient response for victims; lack of programmes to deal with aggressors; insufficient specialized courts; weak organizational structure of the Departmental Committees; and few systematic records of activities.

46. In this connection, the 2016-2019 Plan of Action approved by Decree 306/015 reported in paragraph 2 (b) of this report, already has quantifiable targets and indicators.

Question 10

47. It is reported that Decree 588/0 14 was amended in 2015, and Decree 304/015 is currently in force, as reported on in paragraph 21 (c) of this report.

48. **Assistance: Office for Women Victims of Trafficking for the Purposes of Sexual Exploitation**, consisting of professionals from the psychology, social work and law areas (MIDES — El Paso NGO):

(a) The Office has national scope and assists women over 18 years of age, both national and foreign, located in Montevideo; its main activity consists of an individual weekly interview for social and psychological assistance;

(b) There is a single protocol of attention for women victims of trafficking for the purposes of sexual exploitation;

(c) The number of professionals and work schedule has been rising, involving a team of 13 individuals with 130 hours per week for 2016;

(d) Specific objectives proposed: development of strategies to identify and detect cases at the national level; provision of psychological, social and legal assistance; awareness raising among community actors and civil servants, and articulation of different state services and civil society organisations;

(e) Guideline statements from the daily practice of the interdisciplinary technical team: respect for human rights; individualized assistance not dependent on judicial complaint of their situation and wholly voluntary; in each situation the relevance of the Office's assistance is evaluated, and when this is deemed insufficient, guidance and responsible referral are undertaken; respect for self-determination of the person, and promotion of his or her active participation in decision-making during the direct assistance process; informed consent and right to all relevant information, confidentiality and privacy thereof; no discrimination or re-victimization.

(f) The activities of the Office: provision of direct assistance to women; risk assessment; processing and regulation of migratory documentation; orientation and advice to family members; referral and coordination with other institutions; national and foreign returns; provision of information to the INMUJERES information system (SIG) support phone line 08007272.

49. **Reparation**: All victims assisted have access to the TUS/MIDES, baskets of emergency supplies and provision of National Food Institute (INDA) food tickets, through the unemployed food support programme; all victims have access to public health services. There is a project entitled "Temporary housing alternatives for women emerging from situations of domestic violence" reported on in paragraph 5 (d) of this report.

50. **Results**: 350 women assisted from May 2011 to December 2015; 208 women in processes at different stages and different monitoring frequencies. The percentage output in recent years is 75% in sexual exploitation and 100% in situations of human trafficking for the purposes of labour exploitation; and the exit process is complex and non-linear, taking around three years. Criminal networks maintain permanent harassment to recapture the women.

51. **Data collection**:

(a) Public care service: the data of each consultant are entered into a database that contains information on: family nucleus, conditions of transfer, situation of exploitation. SIG/INMUJERES receives this information and processes and reports it;

(b) Complaints of Human Trafficking (Act No. 18.250) and the Commercial and Non-commercial Sexual Exploitation of Children and Adolescents (ESCNNA, Act No. 17.815) and related offences are entered into the public management and security system, which records police actions and has been operating throughout the country since 2012. In 2015, in the framework of the Inter-ministerial Committee against Human Trafficking and ESCNNA of the Ministry of the Interior, two working groups were set up: to prepare the 2016-2020 National Plan of Action and to draft two detection and investigation protocols on human trafficking and ESCNNA; these are in the final phase of approval. The protocols established that the MI Gender Policies Division has jurisdiction to centralize and systemize information on cases of trafficking and ESCNNA.

Question 11

52. When women law-makers took their seats on 15 February 2015, Act No. 18.476 on political participation was applied for the first and only time, with the swearing-in of nine women senators and 16 women deputies. Since the start of the legislature, women law-makers of all political parties undertook to "move forward" towards parity, thus initiating a process to evaluate the implementation of Act No. 18.476; and a work group was set up to draft a new bill, with support from academia and social organisations. The quota is recognized as insufficient, but further legislation is needed because otherwise the progress made to date will be lost. The work group drew up a new Parity Participation Bill.

53. Women's participation in the ministerial cabinet is currently at a record level of 38.5%. There are five ministries headed by women in Uruguay: MT, MIEM, MEC, MIDES and MVOTMA. At the municipal level, the proportion of women governors has declined, and only the Departmental Government of Lavalleja has a woman governor. In the case of women councillors elected by department, there is a significant territorial disparity in terms of female participation: in Montevideo, Flores and Florida women have a 38.7% share of Departmental Council posts (equivalent to 12 women councillors); in the Department of Rocha they have 35.5% (11 councillors), while in the remainder the proportions fall to a minimum value of 19.4% — in other words six women councillors, as is the case in Río Negro and Treinta y Tres. The political decentralization experience in Uruguay is extremely recent: Act No. 18.567 on political decentralization and citizen participation, set up municipal councils throughout the country in 2010; female participation varied between 25% and 21% in 2010-2014 (24 women). Nonetheless, there are territorial disparities in the distribution of women elected to the third tier of government, and some departments have no posts occupied by women. Apart from the mayor or mayoress, each municipal council consists of four members who are appointed in the same mayoral election under a blocked list system. Women represent 25.6% of all councillors in the period 2015-2019, up by five percentage points on the previous period.[3]

54. The Supreme Court of Justice, the top-level judiciary body, consists of five judges. In 2006, a woman judge was appointed to the Supreme Court for the first time, and the court's composition lasted through 2007, before again becoming exclusively male. In 2015, a woman was appointed as an incumbent member of the Supreme Court, and remains in the post to this day.[4]

Question 12

55. Within the CNG, the Culture and Education Work Group set the priority for 2015-2020 as contributing to the development of measures to stimulate access, continuity, and completion of education cycles. It also proposed a series of measures: in conjunction with ANEP, MIDES and UdelaR, investigate the effect of gender inequalities on educational track records; and, in articulation with INEFOP, productive sectors, the National Employment Directorate (DINAE)/MTSS and ANEP, conduct a gender-specific survey of the number of female workers by

[3] SIG/INMUJERES 2015: "Estadísticas de Género 2014. Avances y desafíos para la igualdad de género" [Gender statistics 2014. Progress and challenges for gender equality] MIDES-INMUJERES-UNFPA

[4] SIG/INMUJERES based on the authority's official guide.

education level, and forge agreements with the productive sectors, business chambers and women workers organisations.

56. **In the MS domain**, teen pregnancy is one of the issues prioritized by the government in its health objectives to 2020. The proposal is to reduce the rate of teenage pregnancy and support maternity and paternity.

57. **In the National Youth Institute (INJU)**, actions are planned for the period 2015-2025 to prevent teenagers dropping out of secondary school owing to pregnancy: creation of work spaces at school to design and implement care strategies targeting young people with children in their care, who are currently going through the basic education cycles; creation of early childhood care centres in units close to schools in the framework of universalizing public health coverage at all levels.

58. **BPS** is implementing a scholarship system targeting teenage mothers who want to continue studying. This programme provides socioeconomic support to the population group in question. The aim is to enable teenage and young mothers to enter the labour market with a training that allows them to obtain a skilled job. By 2015, over 400 adolescents have been able to complete their studies.

59. **ANEP** Regulation 2380/99MAM 5159/99 contains specific measures to help secondary and higher education students who are pregnant or nursing infants, to avoid dropout: special regime of attendance control, special support, maintenance regulated student status for course and qualifications according to the study plan, to take examinations as regulated students.

60. In the **CNG** framework, the Culture and Education Work Group is planning a series of measures: establishment of a scholarship system; in articulation with the National Education Directorate (DNE)/MEC and MIDES design of calls for scholarship applications prioritizing mothers who study; and, in articulation with INEFOP, strengthening of the *Uruguay Estudia* [Uruguay studies] scholarship system; creation of a system of responses to absences and dropout; in articulation with DNE/MEC and MIDES strengthening of the gender perspective in programmes to protect the right to education of the student body and development of alternative curricular formats that can be accessed at any time in the year.

61. The General Education Act includes sex education as a cross-cutting area in the National Education System/CODICEN, by Resolution No. 1 of Special Memorandum No. 35 of 2006, establishing the national programme on sex education. This effectively incorporates the topic into the education process at all levels: teacher training, technical-vocational education and primary education. Sex education is a cross-Cutting and priority area implemented through different methodologies depending on the Councils.

62. **MS adolescent health units**: the entire vulnerable adolescent population covered by the programmes in the field (*Cercanías, Jóvenes en Red*, UCC and the Adolescent Criminal Responsibility System — SIRPA) can participate in the adolescent space, attend VIP consultations and interact with the sexual and reproductive health area.

63. **MS "sociocultural assistants" programme**: targeting teenage mothers catered for in public hospitals to monitor the adolescent and child, with the aim of preventing a second pregnancy.

Question 13

64. In the CNG framework, the work group set the following goals for 2015-2020:

(a) **Improve the employment conditions of women workers**, from an inter-sectoral perspective: increase women's participation on pay boards, as negotiators from government, business chambers and PIT-CNT; and incorporate gender clauses on co-responsibility in collective bargaining;

(b) **Reduce the wage gaps that exist between men and women** in sectors that display the largest inequalities: by generating tools and promoting training for employment free from gender stereotypes. Include in collective bargaining a generic clause on equal pay between men and women, which includes per diems, special pay, training and working hours. Analyse the wage gap situation by activity sector. Incorporate into the "Equal in work, equal in life" awareness-raising campaign, material on wage gaps and the disadvantages faced by women, paying special attention to the situation of Afrodescendant women. Define a minimum proportion of women on employment programmes for jobs that are not typically female, bearing in mind the situation of Afrodescendant women; mainstream gender from an inter-sectional perspective in all INEFOP training activities.

Question 14

65. INMUJERES is developing a line of work in conjunction with SUTD through the Unified National Secretariat and its territorial branches. The aim is to strengthen and generate strategies on influence and positioning in society as a whole and/or with the Government. Two specific levels of work have been identified: the domain of the national secretariat and territorial sphere (in its branch network). Progress has been made with SUTD in diagnosing the reality of domestic female workers, particularly Afrodescendant women, and identifying their problems. A start has been made on addressing the problem of the ethnic-racial perspective within SUTD. This line of work is being implemented through an inter-agency team (employment, decentralization and participation and Afrodescendant women) through an integrated approach that ranks the inter-sectional work from the gender and ethnic-racial perspectives.

66. In its work group, the CNG defined the priority for 2015-2020 as reducing informality among female domestic workers and promoting formality among women undertaking paid domestic work, particularly targeting Afrodescendant and migrant women.

67. The rights promotion campaigns that have been held have promoted the professionalization of domestic work and highlighted its value in making a substantial contribution to well-being, recognizing the scant social value assigned to domestic work. Pamphlets and fliers have been designed to promote rights, containing specific data on the sector; and training workshops have been held, including the ethnic-racial dimension, with specific places reserved for that population group.

68. In 2014, the domestic work and care sector accounted for 6.1% of persons employed (seven out of every 10 people undertook domestic tasks, and three out of every 10 undertook care tasks). This is a highly feminized sector (99.4% of the persons employed are women). Afrodescendant women employed account for 23.6% (one in four). The proportion of women contributing to social security is

25% less among women employed in the domestic and care sector, than in the case of all women employed.[5]

Question 15

69. **Act No. 18.987 on voluntary interruption of pregnancy** (VIP) remains in force in all of its terms: requirements, deadlines, procedures and stipulated medical records.

70. Specific MS measure on VIP: all women so wishing may access the right (VIP); and should the health provider declare conscientious objection, she may change service provider in 24 hours, presenting the relevant studies to the National Health Board (JUNASA) and requesting a change in health provider, pursuant to Decree 274/010.

71. Based on a ruling handed down by the Administrative Claims Court (TCA) on 11 August 2015, Sentence 586/2015, which partially repeals Decree No. 375/012 of 22 November 2014, the MS is working with an advisory council of law professionals on a report based on the ruling.

72. According to the MS national information system (SINADI) 8,500 VIP procedures were carried out in 2014, 20% more than in 2013 when the existing regulation was first applied). 18% of the VIPs involved women under 20 years of age; and 9% decided to continue with their pregnancy following consultation with the interdisciplinary team of their institution; 30% more than in the first year of implementation. The records reveal no substantial differences between women who are affiliated to the public or private subsectors; 60% correspond to Montevideo and 40% to other parts of the country.[6] No women died in Uruguay in the framework of the VIP law. Nonetheless, to date there have been two deaths among women as a result of clandestine abortions: one in 2013, another in 2014 and one currently under investigation in 2016.[7]

73. The MS is implementing the "Rural rounds" initiative, which involves a polyclinic bus that attends women in distant rural areas at several points of the country, providing assistance for pregnant women, examinations (papanicolau (PAP) test and mammograms), contraceptive methods and information on VIP.

Question 16

74. Based on the MS national AIDS programme:

(a) HIV and other sexually transmitted diseases are discussed as part of integrated sex education targeting the youth population;

(b) Work is currently under way on a draft integrated bill on HIV;

(c) Prevention of vertical syphilis transmission, HIV, and women's health: the third diagnostic test during pregnancy is included; coverage of the HIV test in pregnancy rose from 84% in 2010 to 96% in 2013, and coverage of the syphilis test increased from 92.5% in 2010 to 96.5% in 2013;

[5] SIG/INMUJERES based on ECH 2014, INE.
[6] SSRR/MS programme.
[7] SSRR/MS programme.

(d) Decentralization of care in the public subsector: an increase of over 50% is recorded in patients with antiretroviral treatment and incorporation of basic pharmaceutical products included on the Medication Therapy Form.

(e) Sex workers: drafting of the bill amending Act No. 17.515 regulating sex work by the Honorary National Committee for the Protection of Sex Work.

75. In 2014-2015 INMUJERES held workshops on HIV/AIDS prevention, guidance for the treatment and nondiscrimination based on HIV/AIDS, with the user population and technical teams from the centres of the Street Dwellers Assistance Programme (PASC/MIDES) throughout the country. Support was provided for the Sixth National Meeting of Women with HIV, "Persevering with treatment", convened by UNAIDS and civil society organisations.

Question 17

76. Thus far it has been impossible to achieve a unified public policy on rural life, which would allow for greater precision and targeting of the specific population.

77. Nonetheless, a work space has been defined in INMUJERES, the National Youth Institute (INJU), the National Directorate of Social Economy and Labour Integration (DINESIL) and DGT/MIDES, to develop a methodology to unify criteria in defining rural life for generating targeted policies. There is a consulting service on gender and rural life (Faculty of Social Sciences/UdelaR and the Food and Agriculture Organization of the United Nations — FAO).

78. Rural women have little access to goods and services that promote rural development and strengthen their capacities for participation, empowerment, and public and community influence.

79. As a measure, as part of the design of cross-cutting policies that empower state action capacities and promote approximation to civil society, the MGAP Rural Development Department (DGDR) with support from INMUJERES and DINESIL/MIDES is launching the "*Somos Mujeres Rurales*" [We are rural women] programme. In that connection, the first call for proposals targeting rural women is being issued: "Women's initiatives for sustainable rural development".

80. In addition, in 2015 the National Settlement Institute (INC) implemented a system of joint title holding for new rental contracts, in the case of spouses and/or cohabitants. In a period of eight months, 68% of cases involved co-titling.

81. Given the difficulty of obtaining gender specific information in MGAP, the following specific measures were adopted:

(a) Production of information: DGDR/MGAP helps diagnose gender gaps in access to rural development policies;

(b) Production of information for the future, and gender-specific Policies on Rural Development by the Monitoring and Evaluation Division; the MGAP Agricultural Statistics Office (DIEA) made a gender breakdown of the data of persons in the most recent Agricultural Census (CGA 2011); DGDR/MGAP is updating the Family Production Register, recording 26,707 family producers; of those related to family farms 42.2% are women and 57.8% are men.

82. To overcome the problem of technical teams and human resources in DDGR/MGAP that have little awareness on gender issues, the following specific measures were adopted:

(a) Awareness raising strategy 2014-2015: workshops to raise gender awareness in the rural domain, targeting rural women, technical workers, and leaders of rural organisations;

(b) Design and implementation of the MGAP/INMUJERES e-learning course for staff of agricultural institutions; three editions having been held thus far;

(c) Development of outreach campaigns to identify rural women as family farmers and contributors to the agricultural economy.

83. Specific cross-cutting measures:

(a) DGDR/MGAP: Gender mainstreaming in the budget through targets and indicators, make a breakdown and specific budget identification; award additional points to women in tenders for productive projects "+Tecnología" (2014), "PFyS" (2014), "Somos de Acá" (2014) and "+Valor" (2015);

(b) INC Strategic Plan 2015- 2019: prioritize the inclusion of women settlers and young women as title-holders and as joint title-holders in INC land plots and in group allocations; prioritize joint title-holding among settlers who rent before joint title-holding has been implemented.

Question 18

84. Accessible material effects in the disability dimension:

(a) The materials generated to raise awareness and promote the rights of women with disabilities in relation to gender-based violence;

(b) Production of audiovisual material with accessibility criteria, to reach deaf women and those who have no access to written language;

(c) The materials were distributed and exhibited as part of awareness raising actions targeting the population at large, the health sector and the organized sector of persons with disability, at the local level.

85. Accessibility of services to make it possible to overcome the barriers reported for women with disability in terms of accessing services:

(a) National Disability Programme (PRONADIS)/MIDES: monitoring and orientation mechanism consisting of a technical team, to ensure that the demands of women with disabilities become proposals for assistance, prevention, orientation, and support in situations of gender violence, consolidated as public responses;

(b) This mechanism is articulated with INMUJERES and allows for intervention protocols to be adapted to the characteristics of women with disabilities, promoting the removal of environmental barriers.

86. The National Survey of Prevalence of Gender-based Violence applied in 2013 does not include disability as a cross-section variable, since there are no national data.

Question 19

87. The measures, procedures and protocols in combating sexual and gender violence do not distinguish the legal status of the victim when implemented; they are available and applied to both national and foreign persons alike. The response to this recommendation should refer again to paragraphs 5, 7, 11 and 12 of this report.

88. Act No. 18.076 on the Right to Shelter and Refugee Status, adopted in 2006, applies the broad definition of refugee proposed by the 1984 Cartagena Declaration, explicitly defining persecution for "gender" motives as an inclusion clause. From the outset of the procedure, applicants for refugee status are consulted on their preference for being interviewed by a man or a woman.

89. The legislation provides that, even when they are not the main applicants for recognition of refugee status, women should be interviewed individually. All children and adolescents have a right to request and to be granted refugee status, independently of the persons who represent them legally. If they are unaccompanied, they must be assigned legal assistance on a mandatory basis; and the best interests of the child or adolescent must be protected throughout the proceedings.

90. In 2015, with support from the Office of the United Nations High Commissioner for Refugees (UNHCR), the staff of migration posts and members of the Permanent Secretariat of the Refugees Commission (who implement the procedure for determining refugee status in Uruguay), attended a workshop on gender violence and gender-based persecution to raise awareness and introduce the gender perspective in the right to shelter, and provide strategies for identifying such cases and tools for adequately dealing with them.

91. In late 2015, an Expert Group was set up consisting of various state organisations (Office of the President of the Republic, MRREE, MIDES, Refugees Commission, among others), to design an integrated shelter policy for the country.

Question 20

92. In the course of setting up the Gender Committee of the National Rehabilitation Institute of the Ministry of the Interior, various lines of action were implemented to generate internal organizational and policy changes, in a rights framework:

(a) Survey of the status of prison units with recommendations from a gender perspective;

(b) Creation of an exclusive sector for transsexual persons and sexual diversity within the prison unit of the country's metropolitan zone (Unit No. 4) with the aim of guaranteeing security and respect for human rights;

(c) Formal and informal training: incorporation of the trans-sexual population into the unit's educational community; socio-educational intervention project: training on different issues: women's rights, sexual and reproductive health, voluntary interruption of pregnancy;

(d) Access to jobs for women deprived of their freedom: to avoid reproducing the traditional sexual division of labour, the Female Industrial Pole was incorporated within opportunities for jobs and training in productive tasks and

industry. Incorporation into the unit's industrial pole, jobs for trans-persons (this population group did not have access to job opportunities, since it was deemed unable to share this work space with the rest of the population);

(e) Improvements in infrastructure in prison units for women prisoners and mixed units. Through teams comprising persons deprived of their freedom, a start was made on constructing and re-conditioning accommodation spaces both for women and for men. This has made it possible to significantly reduce rates of overcrowding and improve the quality of life of the population in question;

(f) Contributions are being made to the prison management system, including a new statistical database on the prison system.

Question 21

93. In May 2014, the "First meeting on political participation of Afrodescendant women: the right to choose and be chosen", was organized and held by the Afrodescendant Women's Department (DMA)/INMUJERES and members of BBF.

94. In fulfilment of Act No. 19.122 of 2013 which requires government agencies and non-state legal entities established under public law to reserve 8% of planned and actual hirings in the year for Afrodescendants, the 115 units (government agencies and non-state legal entities under public law) must send information on compliance with that Act, of which 105 sent the complete information, one submitted incomplete information, and nine did not send any information at all. The data show that 140 Afrodescendant persons were admitted into government employment in 2014, representing 1% of new government hirings. By age: 18 to 29 years: 76%; 30 to 45 years: 22%; over 45 years: 12%. By gender: men 65%; women 31%; trans-1%; without data: 3%.

95. INMUJERES/DMA is working to raise and strengthen the profile of Afrodescendant women, through various action strategies: itinerant photographic exhibition "*Me ves*" [You see me] throughout the country; awareness raising workshops on the ethnic-racial dimension and economic support for different undertakings led by Afro women, to highlight the contribution that they make to culture.

Question 22

96. Uruguayan women law-makers have received the bill on the minimum age of marriage, and it will be presented in 2016 for parliamentary debate. Women parliamentarians have been invited to participate in the regional project titled "For a region free of early and child marriage", which aims to encourage countries to amend their legislation and raise the minimum age of marriage to 18 years old.

Acronyms

AECID	Spanish International Development Cooperation Agency
ANEP	National Public Education Administration
ANONG	National Association of Non-governmental Organisations
ANTEL	National Telecommunications Administration
ASL	Work place sexual harassment
BBF	Women's Bicameral Caucus
BPS	Social Security Bank
CEIP	Initial and Primary Education Council
CES	Secondary Education Council
CETP	Technical-Vocational Education Council
CGN	Office of the Comptroller General of the Nation
CIRE	Women Citizens Network
CNCLVD	National Advisory Council against Domestic Violence
CNG	National Gender Council
CODICEN	Central Education Board
CONASIDA	National Council for AIDS Prevention and Control
CS	Civil society
DGDR	General Directorate of Rural Development
DGT	Territorial Management Directorate (MIDES)
DIEA	Agricultural Statistics Office (MGAP)
DINAE	National Employment Directorate (MTSS)
DINESIL	National Directorate of Social Economy and Labour Market Integration (MIDES)
DMA	Afrodescendant Women's Department
DNE	National Education Directorate (MEC)
DNPS	National Social Policy Directorate (MIDES)
ECH	Continuous Household Survey
ESCNNA	Commercial and non-commercial sexual exploitation of children and adolescents
FAO	Food and Agriculture Organization of the United Nations

HIV	Human immunodeficiency virus
IGTSS	Inspectorate-General of Labour and Social Security (MTSS)
IM	Department (*Intendencia*) of Montevideo
INAU	Childhood and Adolescence Institute of Uruguay
INC	National Settlement Institute
INDA	National Food Institute
INDDHH	National Human Rights Institution and Ombudsman.
INE	National Institute of Statistics
INEFOP	National Employment and Vocational Training Institute
INJU	National Youth Institute
INMUJERES	National Women's Institute
INR	National Rehabilitation Institute
IOM	International Organization for Migration
JUNASA	National Health Board
MCEG	Quality with gender equity model
MDN	Ministry of National Defence
MEC	Ministry of Education and Culture
MEF	Ministry of Economy and Finance
MGAP	Ministry of Stockbreeding, Agriculture and Fisheries
MI	Ministry of the Interior
MIDES	Ministry of Social Development
MIEM	Ministry of Industry, Energy and Minerals
MPF	Public Prosecution Department
MRREE	Ministry of Foreign Affairs
MS	Ministry of Public Health
MT	Ministry of Tourism
MTOP	Ministry of Transport and Public Works
MTSS	Ministry of Labour and Social Security
MVOTMA	Ministry of Housing, Land Management and the Environment
NGO	Non-governmental organization

OM — CSJN	Women's Office. Supreme Court of the Nation
OPP	Planning and Budget Office
OSC	Civil society organization
OSE	State Water Company
PAHO	Pan-American Health Organization
PAP	Papanicolau exam
PASC	Street Dwellers Care Programme
PIT — CNT	Inter-Union Plenary of Workers — National Workers' Confederation
PJ	Judiciary
PRONADIS	National Disability Programme (MIDES)
RMAAM	Meeting of Ministers and High-Level Authorities on Women's Affairs of Mercosur
RUCVDS	Uruguay Network against Domestic and Sexual Violence
SIG	Gender Information System (MIDES)
SINADI	National Information System (MSP)
SIPIAV	Integrated System to Protect Children and Adolescents against Violence
SIRPA	Adolescent Criminal Responsibility System
SJC	Supreme Court of Justice
SNC	National Care System
SNIS	National Integrated Health System.
SSRR	Sexual and reproductive health
SUTD	Unified Domestic Workers Union
TCA	Administrative Claims Court
TNU	Uruguay National Television
TUS	Uruguay Social Card
UCC	Uruguay grows with you
UDELAR	University of the Republic
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNDP	United Nations Development Programme

UNESCO	United Nations Educational, Scientific and cultural Organization
UNFPA	United Nations Population Fund
UNHCR	Office of the United Nations High Commissioner for Refugees
UNIFEM	United Nations Development Fund for Women
UTE	National Power Generation and Transmission Administration
VBGG	Gender and generational based violence
VD	Domestic violence
VIP	Voluntary Interruption of Pregnancy
WHO	World Health Organization